

INDIANA FAMILY AND  
SOCIAL SERVICES  
ADMINISTRATION /  
MENTAL HEALTH AND  
ADDICTION

Larue D. Carter Memorial Hospital  
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### Our Vision:

To serve the citizens of Indiana as a center of excellence in mental health.

### Our Mission:

To provide specialized treatment, education, and research in the field of mental health.

- Teaching
- Research
- Treatment

### The Carter Insider

Editor: Deb Doty  
This Month's Contributors:  
Sarah Beard, Erin Clampitt, Rob Clover, Alan Faulkner, Paul Fedorchak, Chasity Frank, Amy Frazer, Rob Hood, Devin Murphy, Stan Russell, Larri Sackett, Dr. Jerry Sheward, Kausar Siddiqi, Dr. Jennifer Walthall

# Larue D. Carter Memorial Hospital The Carter Insider



Volume 15, Issue 1

January 2019

## Cerner Training by Amy Frazer, RN, Nursing Education Director

Cerner, our new Electronic Health System, is going live in February, and the Nursing Education Department is excited to begin the training for our state and agency nursing employees. BHRAs will receive four hours of training, and nurses will receive eight hours of training in the computer lab beginning the week of January 7. Your session is already scheduled in When to

Work. Please remember that this is mandatory training, as it will prepare you to understand, navigate, and become competent in using our new system. There is a lot of good information on *The Hub* under mIND Cerner EMR Project; if you have not yet checked it out, a good place to start is the EMR



**mIND**  
millennium INdiana  
People, Process, Technology

preview video, "What You Need to Watch."

Our principal trainers look forward to seeing you in the computer lab for your scheduled training!

## Check It Out!

The NDI continues to take shape! It won't be long before we pack our bags and move!

Photos courtesy of Dr. Jerry Sheward



# CERTIFICATE OF EXCELLENCE

**Congratulations to the following employees who were awarded  
Certificates of Excellence:**

*Afolake Atkinyosoye*  
*Devin Murphy*  
*Phebe Smith*

*Fbony Barron*  
*Adrienne Nance*

*Paul Fedorchak*  
*Diondrae Rice*



On December 14, 2018, Raymond Gregory celebrated 40 years of service with the state of Indiana. Raymond has served in several capacities during his almost half-century with FSSA and currently serves with great distinction as Maintenance Repairperson 2 within the physical plant department of Larue Carter Memorial Hospital. Raymond’s dedication and job performance during his tenure has made him an extremely valuable asset to the facility. On behalf of LCMH, FSSA, and the state of Indiana, I want to say, “Thanks, Raymond, for the great service you have provided over the past years and how much you and what you do is appreciated by all here at LCMH.”

Stan Russell, Physical Plant Director

## LCH Potpourri



**Bruce Tussey**  
January Employee of the Month

**Congratulations to Bruce Tussey** (Steam Plant Operator) on being named LCH employee of the month. Bruce is the person who makes patients and staff comfortable—and that means crawling into dark, muddy spaces to fix a broken line. And he is part of our Snow Team, always willing and able to help.

**We welcome new state employees:** **William Armstrong** (BHRA), **Angela Lomax** (BHRA), **Nicole Mazanowski** (Charge Nurse), and **Norma Thompson** (Nurse Supervisor).

**We welcome new contract/agency employees:** **Markedia Cook** (Security).

**We say farewell to:** **Steve Dykstra** (Charge Nurse), **Teresa Fleenor** (Switchboard Operator), **Michaela Norton** (BHRA), **Armand Shabanza** (TCS), and **Mary Tyree** (Nurse).



*“Everybody can be great because everybody can serve. You only need a heart full of grace.”*

*Martin Luther King, Jr.*



## Two LCH Team Members Are Natural Born Pilots

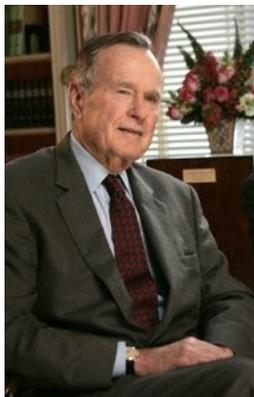


FSSA's second Natural Born Pilots program graduated December 14. Natural Born Pilots, inspired by the Chuck Yeager quote, "There's no such thing as a natural-born pilot," is FSSA's leadership development program designed to strengthen relationships, enhance communication, develop leadership and networking skills, create an internal pipeline of leaders, build morale, and inspire our agency's top talent.

For the past six months 16 of our colleagues have come together to learn from each other and other inspiring Indiana leaders. Their journey together ended on December 14 with FSSA's second TEDx talks event when each participant gave short, idea-focused, thought-provoking talks about various topics.

Two of LCH's own were part of this prestigious program: Sunny Walton and Leslie Lugo (both seated). Please congratulate Sunny and Leslie on their wonderful accomplishment! They are, indeed, two of the best and the brightest.

## Monthly Reflection: On Being a Public Servant



"To those who work outside Washington, I would send a special message. At times it may be frustrating when it seems that the head office is thousands of miles away, and the message is not getting through. If I may, I'm going to issue a verbal Executive Order: we're going to listen, because the heart of our government is not here in Washington, it's in every county office, every town, every city across this land. Wherever the people of America are, that's where the heart of our government is.... The government is here to serve, but it cannot replace individual service. And shouldn't all of us who are public servants also set an example of service as private citizens? So I want to ask all of you, and all the appointees in this administration, to do what so many of you already do: to reach out and lend a hand. Ours should be a nation characterized by conspicuous compassion, generosity that is overflowing and abundant."

George H. W. Bush

Address to the Senior Executive Service, 1989



**Laurie Lee**  
Rehab Therapist

### New Rehab Therapist 3 by Erin Clampitt, Rehabilitation Director

I would like to welcome Laurie Lee into her new role as an RT3 within the Rehab Department. Laurie has been employed at Larue Carter Hospital for over 20 years, and we look forward to her leadership

within the department!

Please congratulate Laurie the next time you see her—or email/call her with your congratulations.



**Adams Akintuwa**  
BHRA Supervisor

### New BHRA Supervisor Named by Alan Faulkner, RN, ADON

Please join me in acknowledging the promotion of Adams Akintuwa to BHRA Supervisor.

Adams has been with Larue Carter for four years, and he

has years of experience working with both adults and children.

He will be assigned to work almost every weekend.

We look forward to his contributions on Pathway to Healing!



### Government Center Parking During Session



If you need to go to the government center during the legislative session (January-April 2019), you need to be aware of the parking situation and plan accordingly.

During session and other high-demand times, the need for parking spaces often exceeds the number of existing spaces by 9:00 am. With that in mind, FSSA Secretary Jennifer Walthall, MD, is advising employees to use these guidelines:

- ◆ Limit agency guest and **off-site personnel** parking to **Fridays only**.

- ◆ The **only** state vehicles authorized to park in the garages and lots are those assigned as personal take-home vehicles—and then only when the user doesn't have a personal vehicle parked on campus.

- ◆ Personal vehicles are not to remain parked in garages overnight.

- ◆ The Indiana Department of Administration (IDOA) is offering overflow parking for state employees at the Valspar parking lot

located at 525 Abbott Street. This location offers ample parking for employees who can't find parking at the government center garages/lots. Shuttles will provide employees who park in the Valspar lot transportation to and from the government center complex throughout the day. For more details on overflow parking, please see the FAQ page located at [https://www.in.gov/idoa/files/shuttle\\_faq.pdf](https://www.in.gov/idoa/files/shuttle_faq.pdf).

*“Returning violence for violence multiplies violence, adding deeper darkness to a night already devoid of stars. Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate. Only love can do that.”*

*Martin Luther King, Jr.*





December 28, 2018

Fellow state employees,

Thank you for your service to Hoosier taxpayers this year.

State employees delivered outstanding accomplishments in 2018, such as:

- Training nearly 1,000 Department of Correction offenders to be contributing citizens;
- A second straight year of record-breaking jobs commitments;
- National recognition for our Office of Technology for cyber and digital technology projects;
- Implementation of programs such as Call 2-1-1 to connect Hoosiers who need help to substance use disorder treatment; and
- \$2.6 billion of infrastructure investment, including completion of I-69 Section 5.

There are many more achievements that show you are providing exceptional service and support to Hoosier taxpayers.

Therefore, this year, I am authorizing a pay for performance increase to recognize your work throughout 2018. Once evaluations are completed in January, employees who meet expectations will receive a 2 percent raise; employees who exceed expectations will receive a 3 percent raise, and employees rated outstanding will receive a 5 percent raise. The changes will become effective in February.

Please accept this as a job well done in 2018 and encouragement for continued productivity in 2019. There are always more challenges to meet, and together, we will make this a better state for the people of Indiana and our guests.

May you and your families have a healthy, safe, and prosperous New Year!

Sincerely,

A handwritten signature in black ink that reads "Eric J. Holcomb".

Governor Eric J. Holcomb

## Random Thoughts about...Holiday by Rev. Fred Madren, Chaplain



In England and other European nations, a vacation is known as a holiday. It is a time away from work and daily responsibilities. People have time to relax, rest, and allow themselves opportunity to recuperate from the “daily grind.”

In the United States of America, the term holiday has come to mean a celebration that lasts a day or two. We have holidays to remember a saint, heroes, countrymen, founders, and those who have brought change for the good of everyone. We typically do not think of holidays as vacations that give us time away. In fact, for many in this country, the word holiday has become associated with increased stress as opposed to relief. Rather than having “down time,” we seem to have more “up time.”

I have observed that this is a stressful time for us as staff of Larue Carter. You may be thinking, “Well, duh.” We are moving to a new building soon, cleaning our office space, taking care of patients, working with stressed families, feeling overwhelmed and maybe even burdened. Our holidays seem to bring up memories which may be painful. The death of a loved one, the loss of a job, a failed marriage, an empty nest, family living far away, family members in the military or on patrol, along with unresolved family issues that undoubtedly appear at the dinner table along

with the meal. Our holidays are a busy season in a hospital rather than family time, even though the latter is our intent. For some, this time of year leads to emotions of grief and hurt. We want to be happy and are told that it “’tis the season to be jolly,” yet it does not feel that way. People struggle to see the light.

A professor once challenged me concerning a statement I made to a patient encouraging them to have hope. “What makes you think they have a reason to hope?” he asked. That challenged my assumptions and rightly so. Not all patients or staff have a reason to hope. Disappointment, lost dreams, the bitterness of reality in a person’s life can cause one to feel grouchy, edgy, irritable, and sharp toward our neighbors. Charles Dickens summed it up well in *A Christmas Carol* with its main character, Ebenezer Scrooge. Greed and bitter disappointment enveloped Scrooge until he was a mean old man who lost his life before he realized it. He was found to be a hollow resemblance of a man. In what we might call a reality check, he became filled with Spirit. Charles Dickens wrote this novel as a reflection of the society that he lived in.

We find a reason to hope when we remember what we are grateful for. Our celebrations or holidays are meant for

togetherness and a renewing and re-remembering of our bonds with one another. During this time, it is possible that we discover deep down in our souls that we are truly loved.

My favorite holiday show eloquently portrays this sense of hope through the eyes of children with their honesty and innocence: *The Peanuts*, “A Charlie Brown Christmas.” I have watched this show every year since about the age of six. Of course you and I know the story and what happens. The gang prepares for Christmas with play practice, which is more of a jam session than a child’s school play. Charlie Brown is sent out, along with Linus, to find a Christmas tree. Rather than a great big shiny Christmas tree, he comes back with a simple little pine tree. Charlie Brown is ridiculed and laughed at by the other children because they have embraced the modern spirit with the commercialization of the holiday—light contest, gifts, and the like. Charlie Brown feels defeated in his belief that he never seems to “do anything right.” Then, as he is walking away, Lucy says, “It’s really not a bad little tree,” and the gang decorates the tree and sings songs.

Hope is realized in community. May each of us realize how precious we are as we transition into the New Year and into a new hospital.

*“And now we welcome the new year. Full of things that have never been before.”*

*Rainer Maria Rilke*



## Culturally Savvy by Deb Doty, Chair, Cultural Diversity Committee

### RECOVERY FOCUS

#### **This Month's Recovery Goal: Strengths/Responsibility**

Recovery involves individual, family, and community strengths and responsibility. Individuals, families, and communities have strengths and resources that serve as a founda-

tion for recovery. In addition, individuals have a personal responsibility for their own self-care and journeys of recovery, individuals should be supported in speaking for themselves. Families and significant others have responsibilities to support their loved ones, especially for children and youth in recovery. Communities have responsibilities to provide opportunities

and resources to address discrimination and to foster social inclusion and recovery. Individuals in recovery also have a social responsibility and should have the ability to join with peers to speak collectively about their strengths, needs, wants, desires, and aspirations.



## Beware: Spam Is NOT a Tasty Treat!

Phishing is a particularly misleading and dangerous type of spam the state workforce continues to encounter. The goal is to fraudulently gain personal or confidential information for personal gain. The number and sophistication of phishing scams sent to consumers is continuing to increase dramatically. While online banking and e-commerce is very safe, as a general rule, you should be careful about giving out your personal financial information over the Internet or by phone.

If you receive a phishing email or phone call, please report the message to the state's postmaster using the instructions for reporting spam at <https://www.in.gov/iot/antispam.htm>. Most legitimate businesses will not solicit such information through email. If you believe it is legitimate, call a customer service number (not one listed

in the email) or type the legitimate company URL directly into the address line (do not cut and paste from the email).

### Phishing Attacks

Phishing messages have the following characteristics:

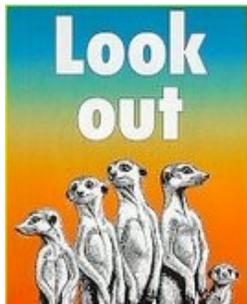
- They are unsolicited
- They contain an urgent request for personal information
- They frequently contain exciting or upsetting statements
- They purport to be from a legitimate business
- They are generally not personalized
- You may be told to fill out a form in the email, go to a linked website, or call a telephone number

- The sender will seek your name, address, date of birth, bank account, social security number, and/or login ID/password

### Tricky Phishing Techniques

- Realistic looking and sounding messages
- Effective use of company logo
- Using part of a legit company name in a phony URL
- Redirected links
- Faked yellow security lock graphic
- Spoofing or forging <https://> in the URL

Be careful—it can be a phishy world out there!



*"The problem with winter sports is that—follow me closely here—they generally take place in winter."*

*Dave Barry*



## Hogmanay: Scots Celebrate the Last and the First



Hogmanay is the Scottish word for the last day of the year and now is synonymous with the celebration of the New Year with celebrations on the morning of New Year's Day. The origins of Hogmanay are unclear, but it may be derived from Norse and Gaelic observances. Customs vary throughout Scotland, but usually include gift giving and visiting the homes of friends and neighbors.

The most widespread national custom is the practice of first-footing, which starts immediately after midnight. This involves being the first person to cross the threshold of a friend or neighbor and often involves the giving of symbolic gifts such as salt, coal, shortbread, whisky, and black bun (fruit cake) intended to bring different kinds of luck to the household. Gifts of food and drink are then given to the guests. This may go on throughout the early hours of the morning and well into the next day. The first-foot is supposed to set the luck for the rest of the year. Traditionally, tall, dark-haired men are preferred as the first-foot. In the east coast fishing communities and Dundee, first-

footers carried a decorated herring.

An example of another Hogmanay custom is the fireball swinging that takes place in Stonehaven, Aberdeenshire, in northeast Scotland. Local people make "balls" of chicken wire filled with old newspaper, sticks, rags, and other dry, flammable material. Balls can have a diameter of up to two feet (0.61 m). These balls are attached to about 3 feet (0.91 m) of wire, chain, or inflammable rope. As the old townhouse bell sounds to mark the new year, the balls are set alight and the swingers set off up High Street from Mercat Cross to the Cannon and back, swinging the burning balls around their heads as they go. At the end, any still-burning fire balls are cast into the harbor. Large crowds of people come to see the festivity.

The Hogmanay custom of singing of "Auld Lang Syne" has become common in many countries. "Auld Lang Syne" is a Scots poem by Robert Burns based on traditional and other earlier sources. It is now common to sing this in a circle of linked arms that are crossed

over one another as the clock strikes midnight for New Year's Day.

An old custom in the highlands—which has survived to some extent and is seeing a degree of revival—is to celebrate Hogmanay with the *saining* (Scots for "protecting/ blessing") of the household and the livestock. Early on New Year's morning, householders drink and then sprinkle "magic water" from "a dead and living ford" around the house ("a dead and living ford" refers to a river ford routinely crossed by both the living and the dead). After the sprinkling of the water in every room, on the beds and all inhabitants, the house is sealed up tight and branches of juniper are set on fire and carried throughout the house. The juniper smoke is allowed to thoroughly fumigate the building until it causes sneezing and coughing among the inhabitants. Then all the windows and doors are flung open to let in the cold, fresh air of the new year. The woman of the house then administers "a restorative" from the whisky bottle, and the household sits down to its New Year's breakfast.

*"I understand the inventor of the bagpipes was inspired when he saw a man carrying an indignant, asthmatic pig under his arm. Unfortunately, the man-made sound never equaled the purity of the sound achieved by the pig."*

*Alfred Hitchcock*



*"My theory is that all of Scottish cuisine is based on a dare."*

*Mike Myers*

## Recipe of the Month by Sarah Beard, MA, RDN and Kausar Siddiqi, MS, RDN, CD

### Slow Cooker Pork Chops

#### Ingredients:

- 1/2 cup all-purpose flour, divided
- 1/2 teaspoon ground mustard
- 1/2 teaspoon garlic pepper blend
- 1/2 teaspoon seasoned salt
- 4 boneless pork loin chops (4 ounces each)
- 2 tablespoons canola oil
- 1 can (14-1/2 ounces) chicken broth



#### Directions:

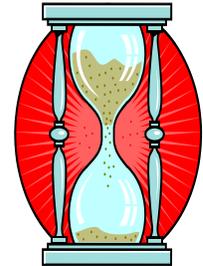
1. In a large re-sealable plastic bag, combine 1/4 cup flour, mustard, garlic pepper and seasoned salt. Add pork chops, one at a time, and shake to coat. In a large skillet, brown chops in oil on both sides.
2. Transfer to a 5-quart slow cooker. Pour broth over chops. Cook, covered, on low for 2-3 hours or until meat is tender.
3. Remove pork to a serving plate and keep warm. Whisk remaining flour into cooking juices until smooth; cook, covered, on high until gravy is thickened.

**Nutrition Facts:** 1 pork chop: 279 calories, 14 g fat (3g saturated fat), 57 mg cholesterol, 606 mg sodium, 12 g carbohydrate (1 g sugars, 0 fiber), 24 g protein.

Source: <http://www.tasteofhome.com/recipes/slow-cooker-pork-chops/>

*"I hope you will have a wonderful year, that you'll dream dangerously and outrageously, that you'll make something that didn't exist before you made it, that you will be loved and that you will be liked, and that you will have people to love and like in return."*

*Neil Gaiman*



*"Learn from the past, set vivid, detailed goals for the future, and live in the only moment of time over which you have any control: now."*

*Denis Waitley*

**HAPPY ★ NEW ★ YEAR**